

Learning Guide for “Coaching Your Team Through Change the Baseball Way!”

Leading Change: June 26th

Session Time: 1:00-2:30 pm



Who are your AZLEADS facilitators for this session?



Sid Bailey

- Director of AZ LEADS³
- 34 years in education
- 26 years in high school administration
- 14 years as high school principal
- 6 years in district office

Contact me at :

602-364- 2068

sid.bailey@azed.gov

Tess Lauffer

- Lead Coach AZ LEADS³
- 26 years in education
- 17 years in high school administration
- 7 years as high school principal
- 8 years coaching administrators

Contact me at:

623-229-0739 (cell)

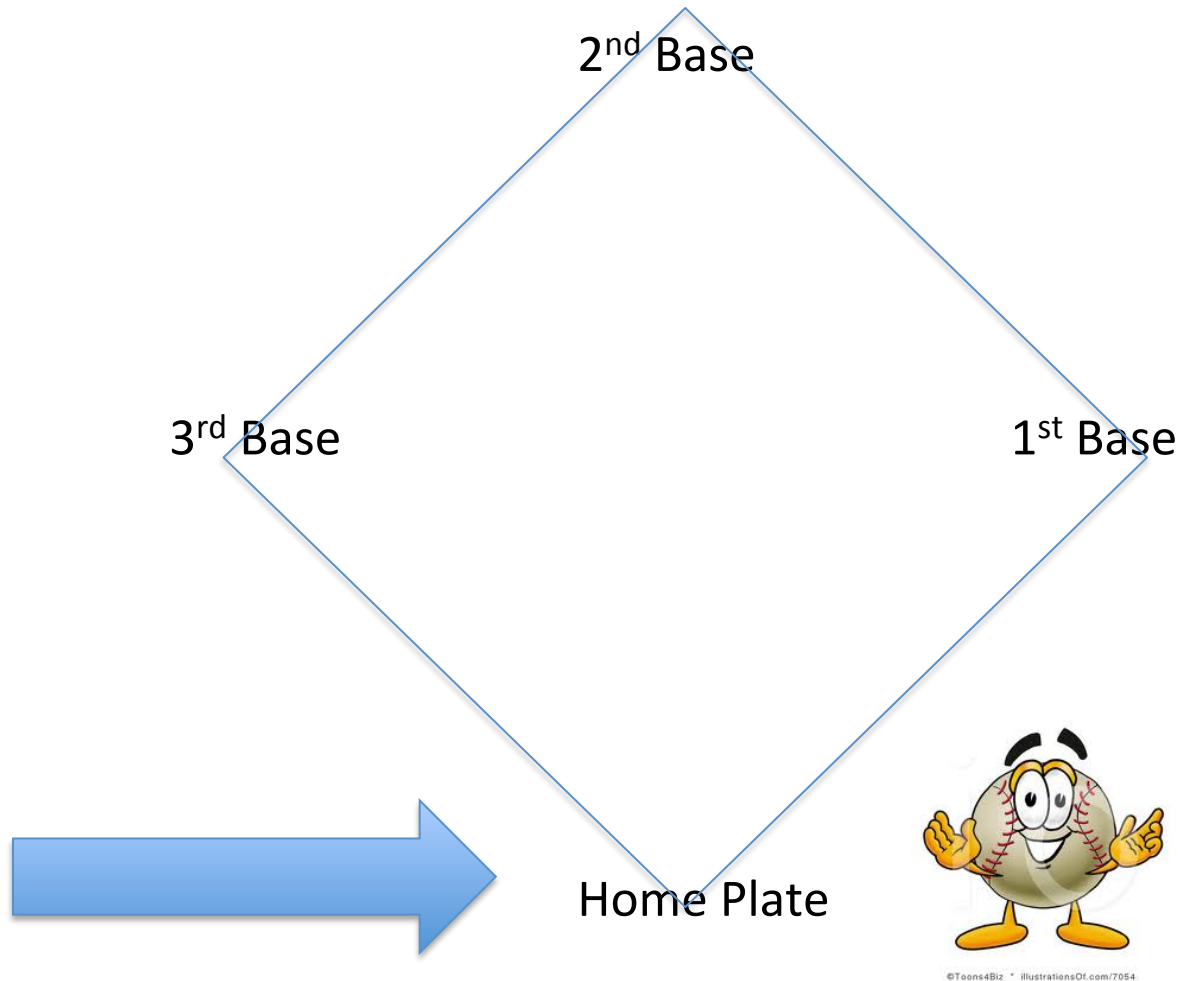
tlaufferleadershipcoach@q.com

In baseball, when is a “hit” impactful?

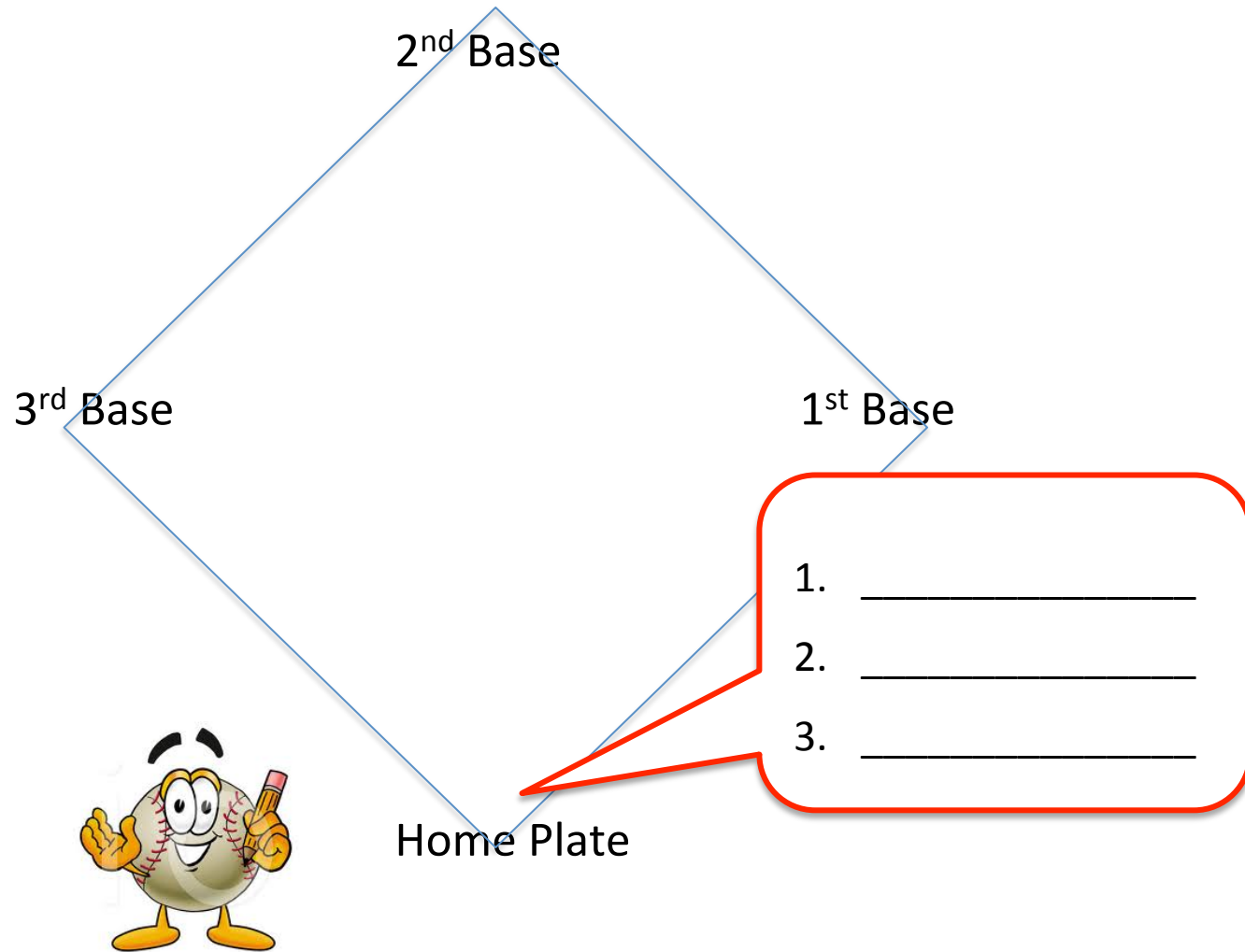


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Let's use baseball as a metaphor for coaching your team all the way around the bases.



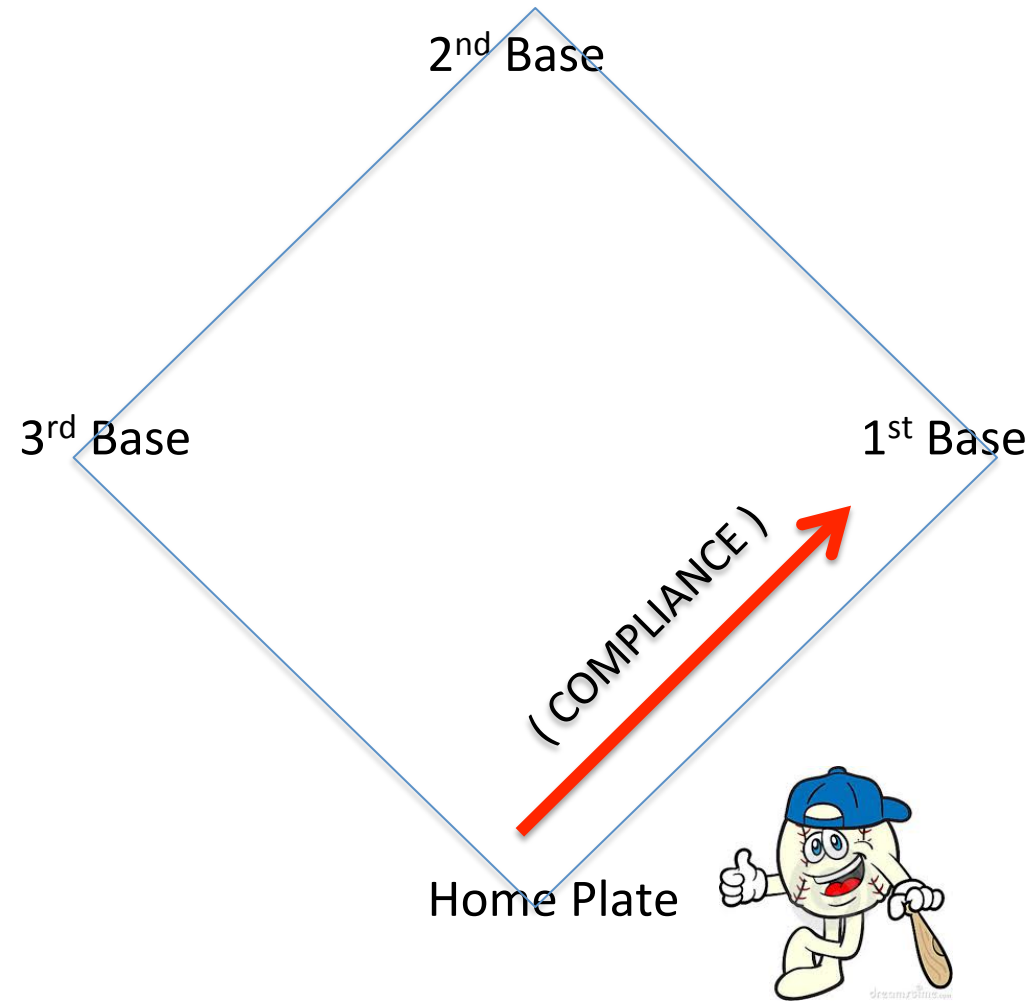
Everyone starts at “Home Plate.”



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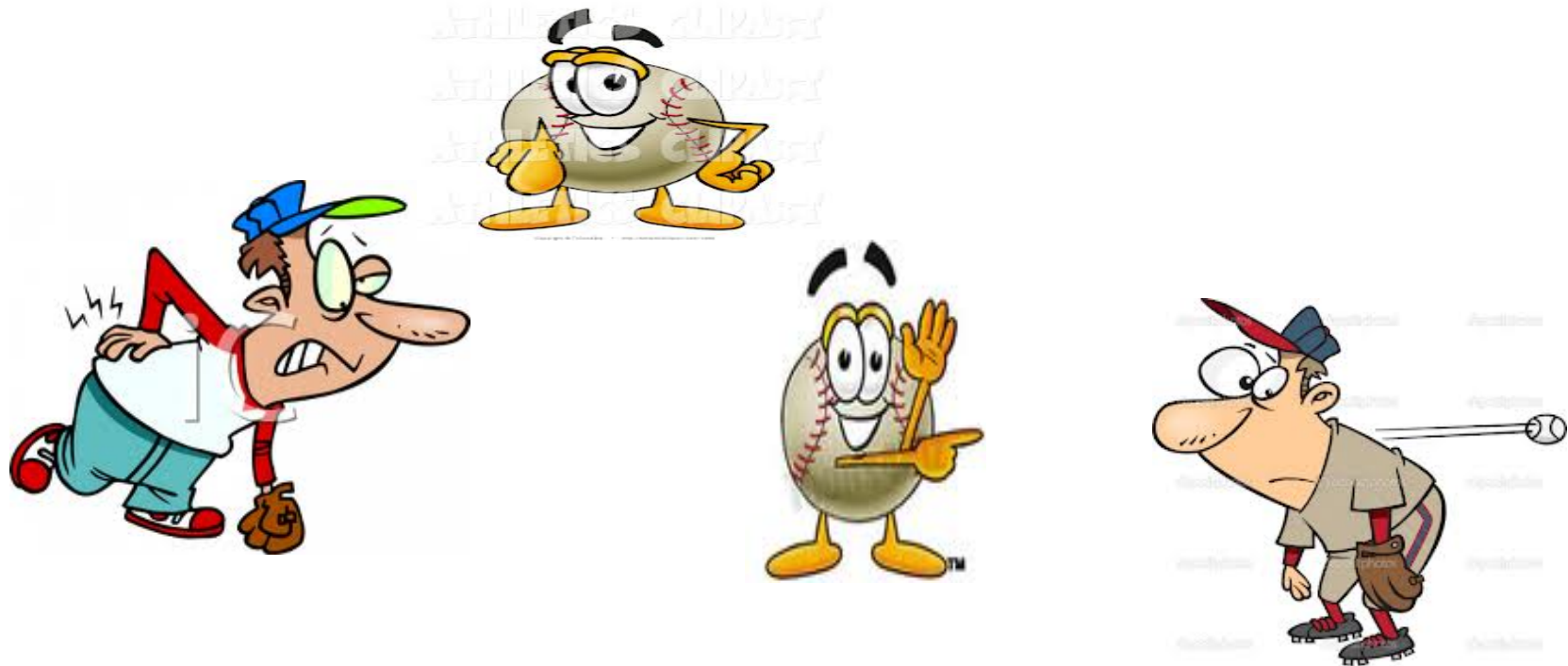
Your team's initial response to the change may be
"Compliance"



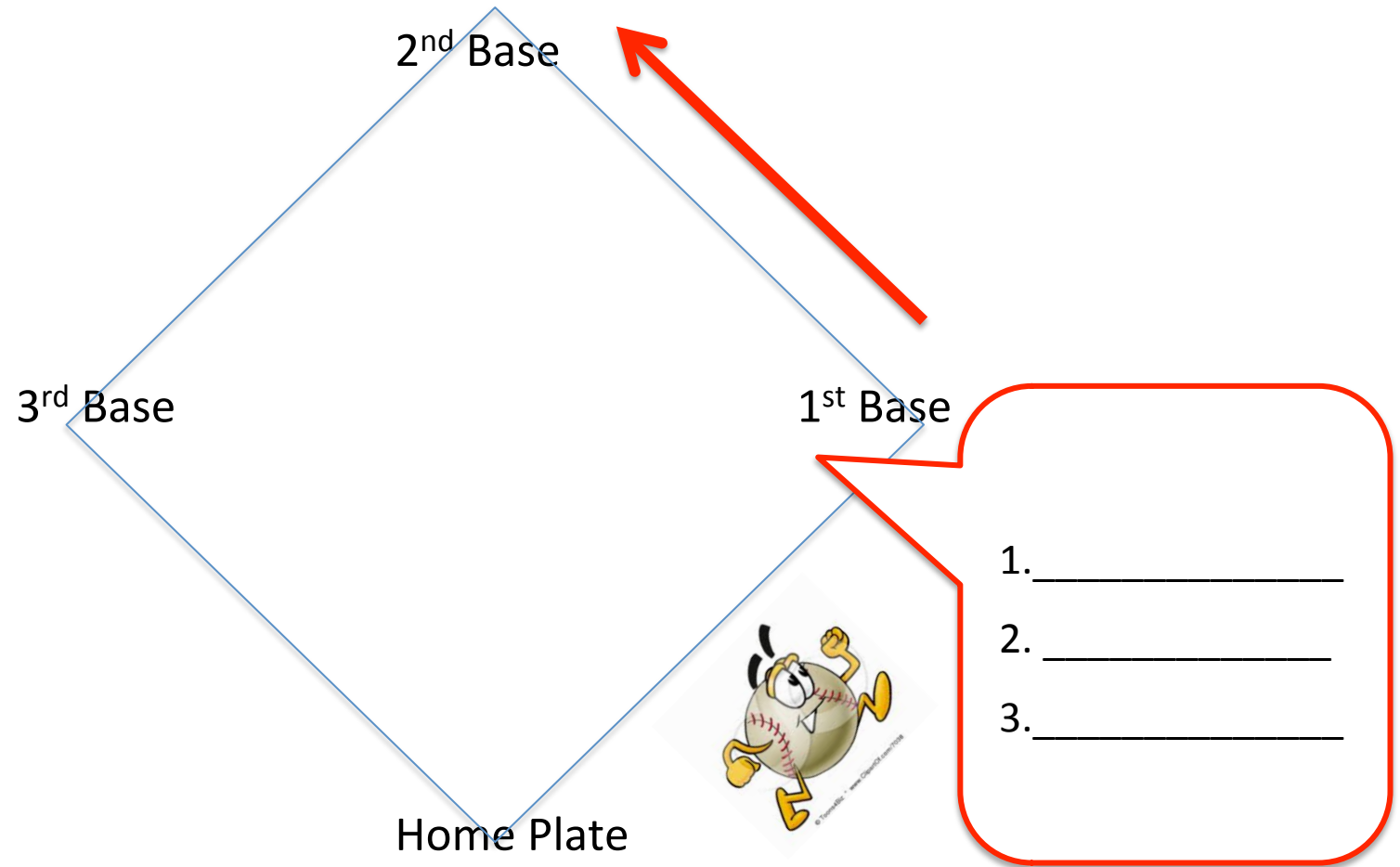
Some members may want to
“sit in the stands.. and watch” = _____



Look at your roster and assess your line up... who can bring others along?



People can start with a response of
“Compliance,” but you must keep them moving..

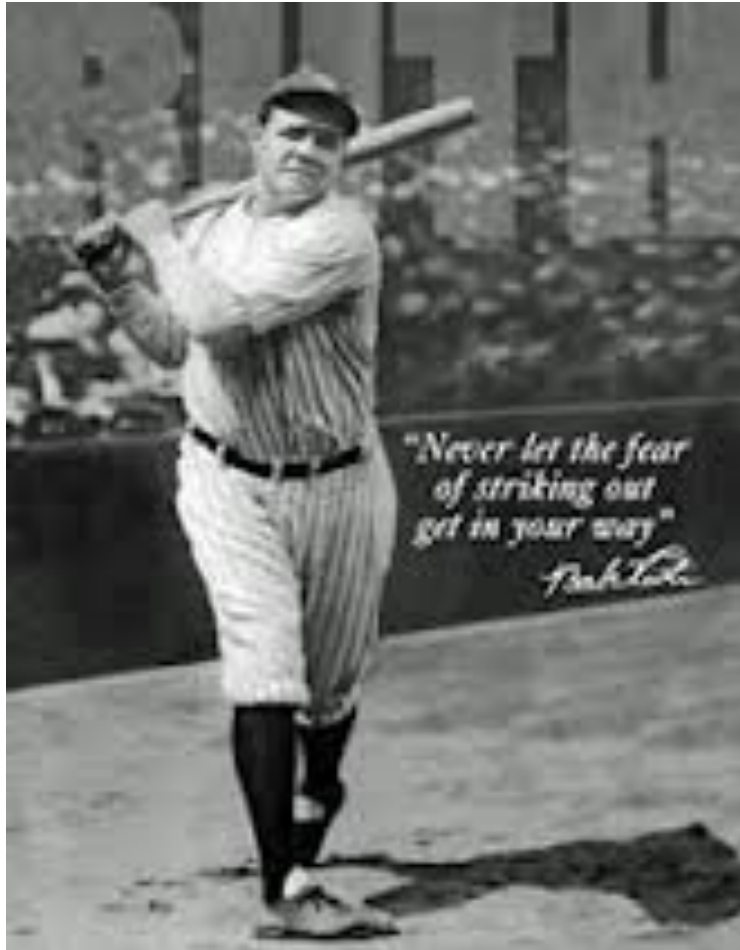


Know & understand the _____
(What does it look like & how will we know when we are there.)



Start the _____!

(Don't let the fear of striking out hold you back!)

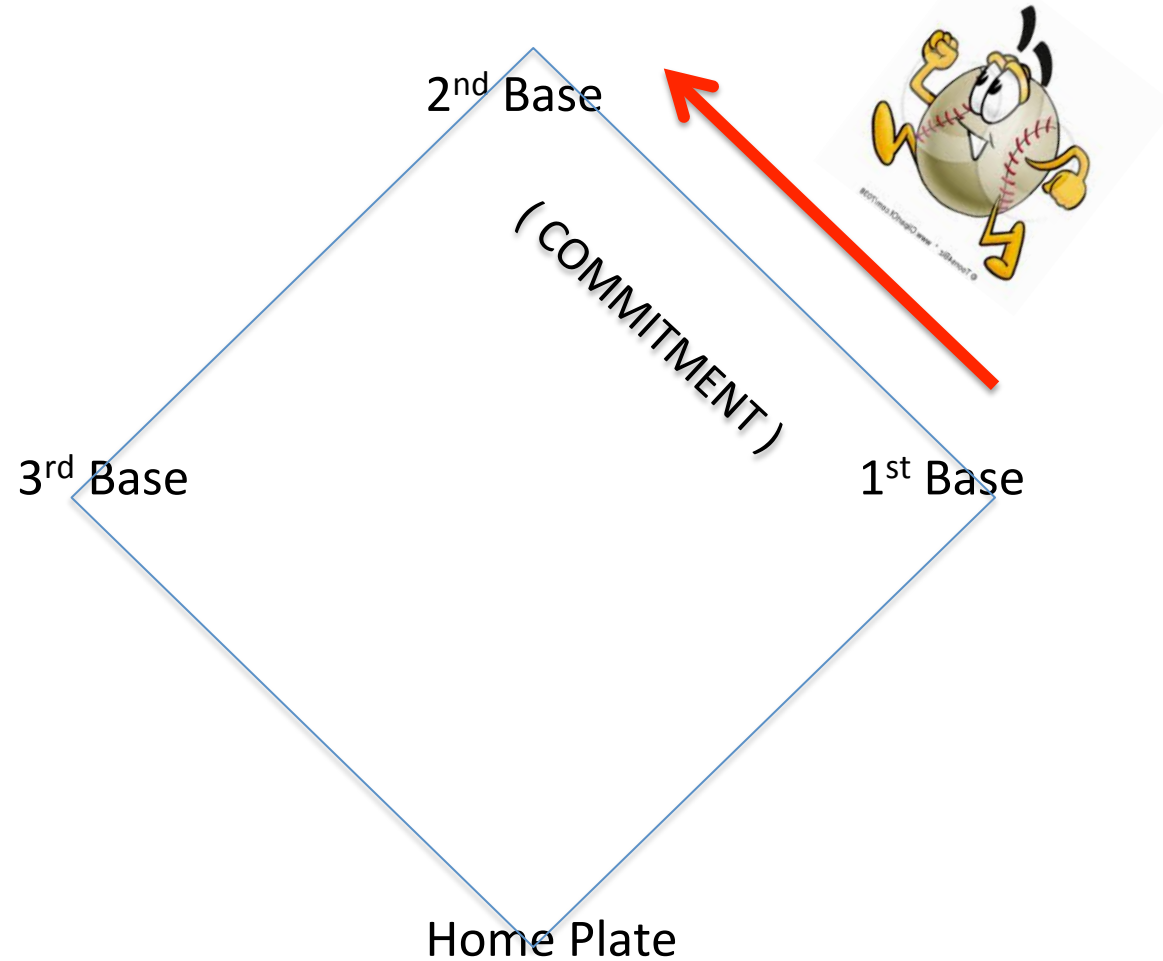


Work on _____ as needed.

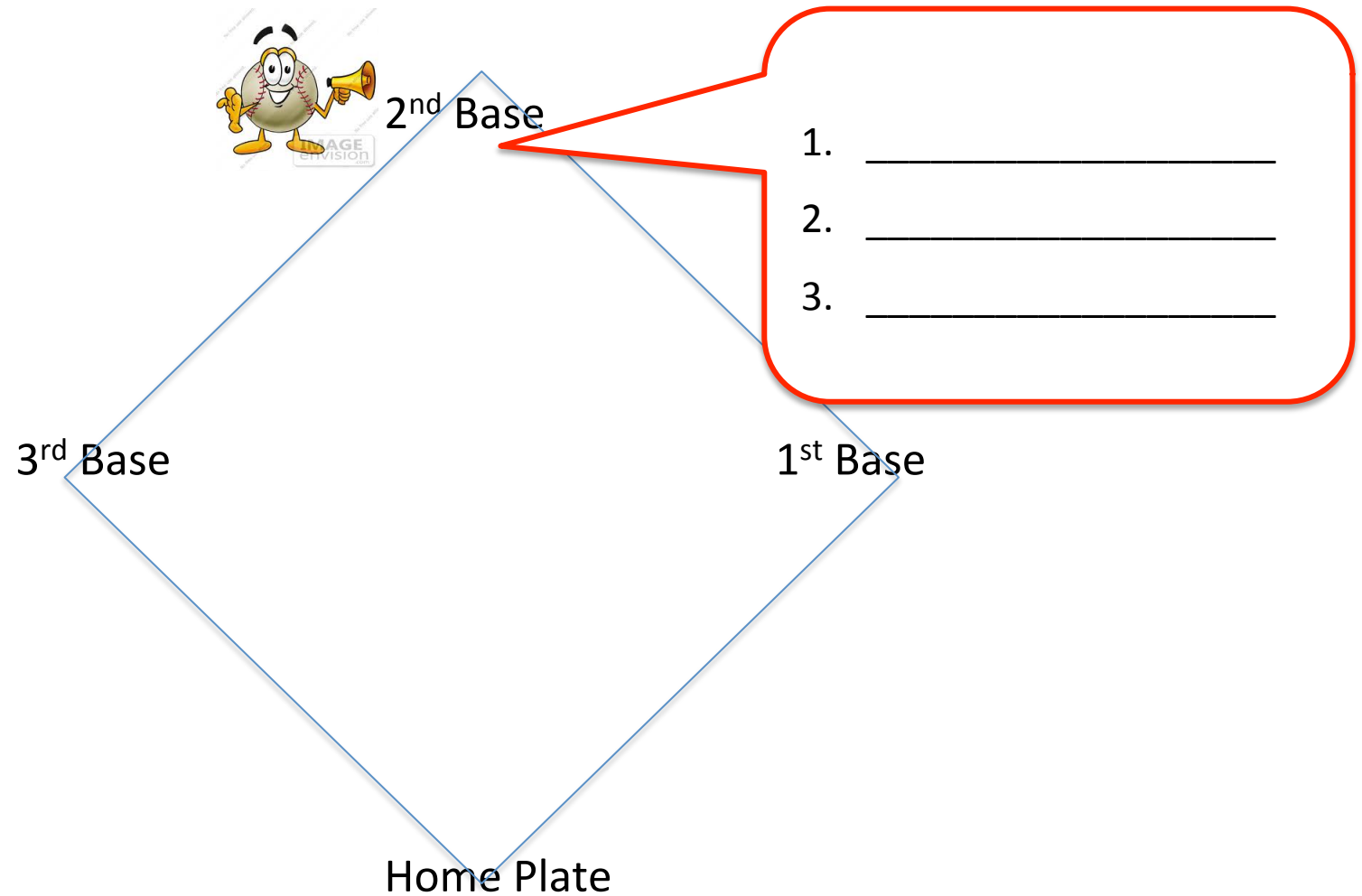


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Move people away from “Compliance”



And into “Commitment ”



Continuous _____ (calling “time out”)



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Build individual _____

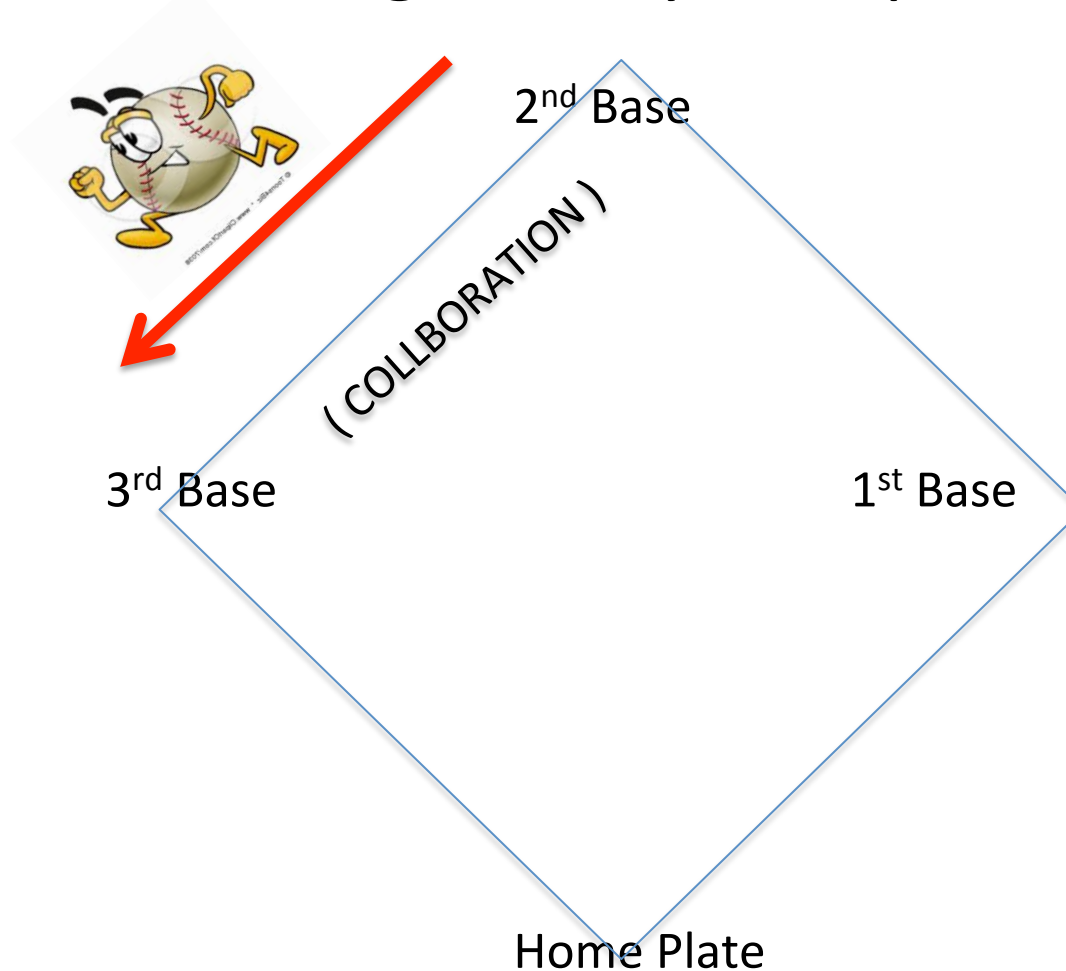


Create the _____



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Moving from “Commitment” to “Collaboration,”
what changes can you expect to see?



“Collaboration” is about healthy function
and effective impact on learning

1. _____
2. _____
3. _____

3rd Base

2nd Base

1st Base

Home Plate



Use data to practice the “cycle of inquiry” =
_____.



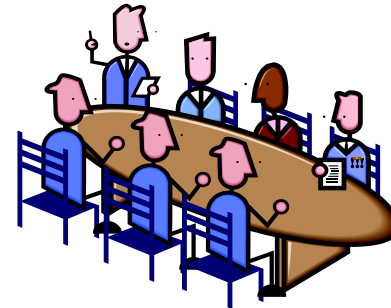
Four Stages of Group Dynamics

(Tuckman's work)



Forming

Storming



Norming

Performing

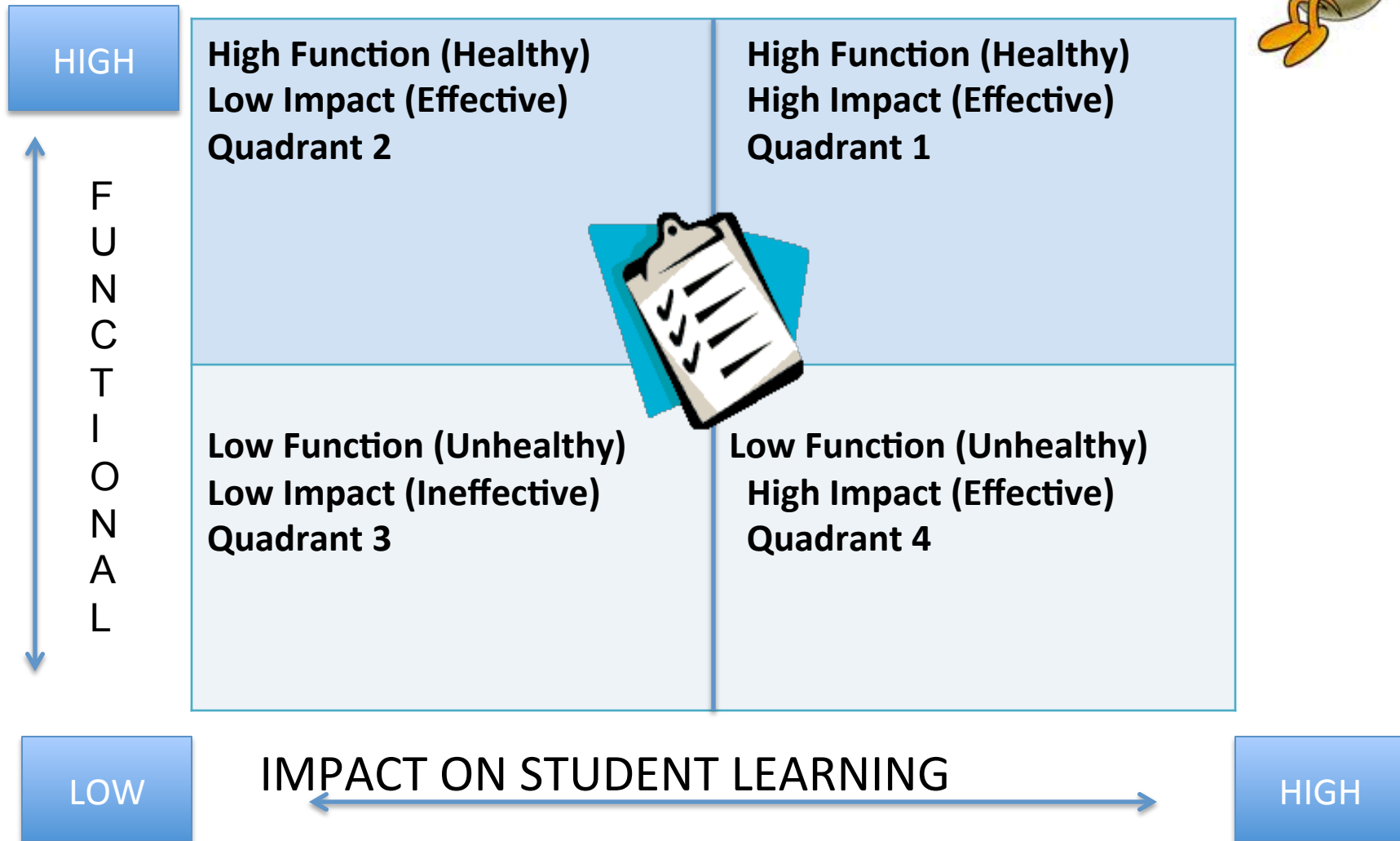


“Five Dysfunctions of a Team”

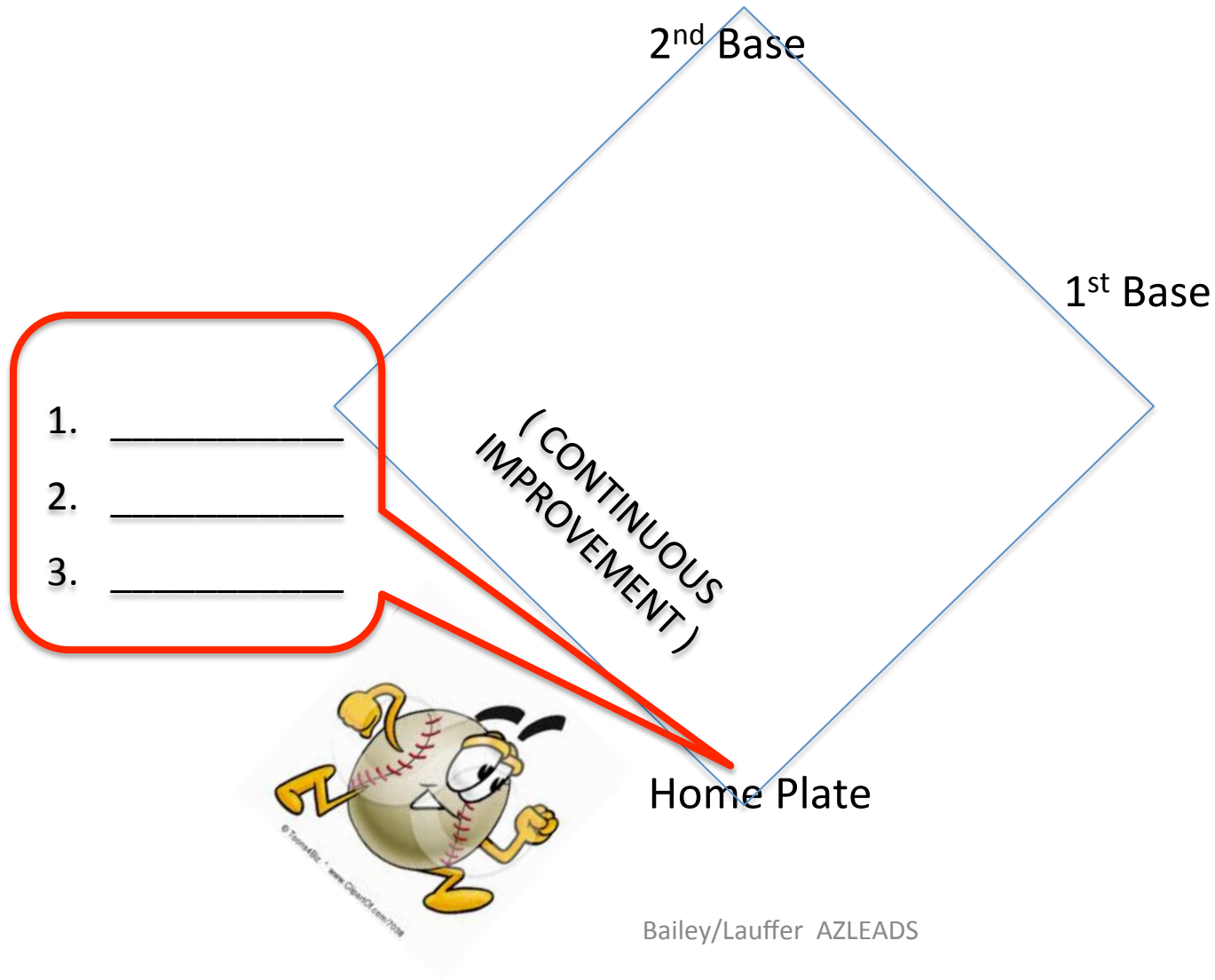
(written by Patrick Lencioni, Jossey-Bass, 2002)



Building Healthy and Effective Teams



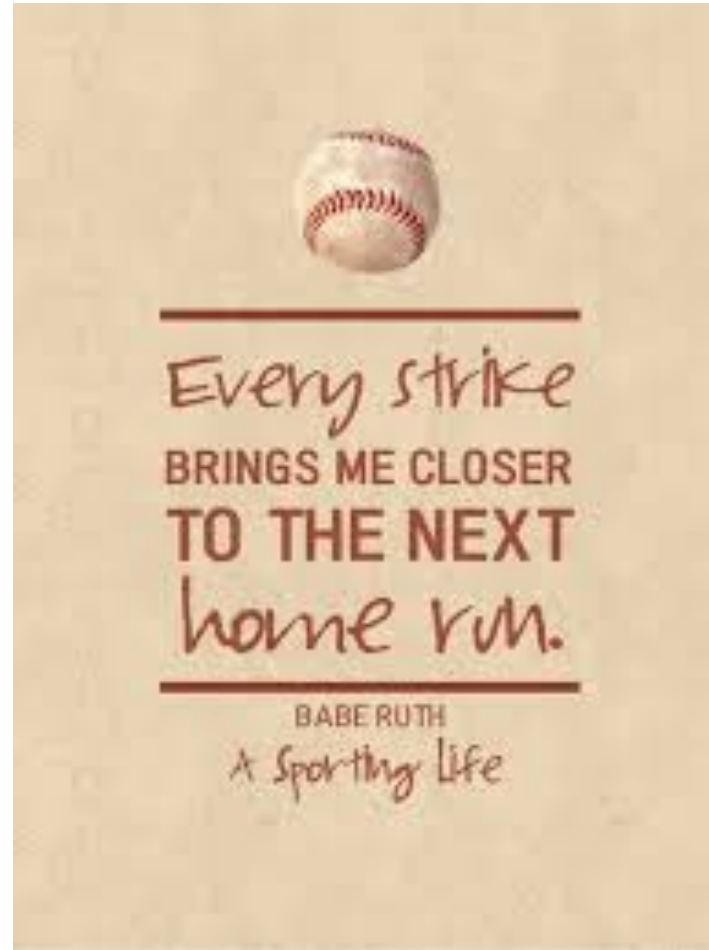
Now you need to make the progress count!



Sustain the _____



Practice a _____



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Contact Information:

AZLEADS: Leadership Development (ADE)

Sid Bailey, Director 602-364-2067

Sid.bailey@azed.gov

Tess Laufer 623-229-0739

tlauferleadershipcoach@q.com

(Staff Developer, Facilitator, Lead Coach)

